

*Leaving Folder
on this.*

1 July 1986

To: D/ICS

From:

Subject: SSCI Personnel Hearing on 24 July

Charlie Battaglia gave me the attached letter today. They are in the process of getting the Chairman's and Vice Chairman's signature, and copies will be sent to the DCI, and the Directors of DIA, NSA, and INR.

Inasmuch as the DCI has made personnel his top priority, and given Bernie's comments about the positive purpose of this effort, I would think this would be a good use of the DCI's/DDCI's time. Conversely, a decision not to attend might send the wrong signal.

cc: DD/ICS
EXO/ICS

DAVE DURENBERGER, MINNESOTA, CHAIRMAN
PATRICK J. LEAHY, VERMONT, VICE CHAIRMAN

WILLIAM V. ROTH, JR., DELAWARE
WILLIAM S. COHEN, MAINE
ORRIN HATCH, UTAH
FRANK MURKOWSKI, ALASKA
ARLEN SPECTER, PENNSYLVANIA
CHIC HECHT, NEVADA
MITCH MCCONNELL, KENTUCKY

LLOYD BENTSEN, TEXAS
SAM NUNN, GEORGIA
THOMAS F. EAGLETON, MISSOURI
ERNEST F. HOLLINGS, SOUTH CAROLINA
DAVID L. BOREN, OKLAHOMA
BILL BRADLEY, NEW JERSEY

United States Senate

SELECT COMMITTEE ON INTELLIGENCE

WASHINGTON, DC 20510

ROBERT DOLE, KANSAS, EX OFFICIO
ROBERT C. BYRD, WEST VIRGINIA, EX OFFICIO

BERNARD F. McMAHON, STAFF DIRECTOR
ERIC D. NEWSOM, MINORITY STAFF DIRECTOR

June 30, 1986

IN RESPONSE PLEASE
REFER TO 86-_____

LTG Leonard H. Perroots
Director
Defense Intelligence Agency
Washington, D.C.

Dear Lenny:

In April 1985, the Committee outlined its three goals during the 99th Congress. To date, two of these goals are well on their way in great part through your efforts and cooperation, namely the development of a National Intelligence Strategy and a comprehensive review of the federal government's counterintelligence and countermeasures capabilities and requirements to stem the loss of classified information. Our third goal was a review of Intelligence Community personnel. Since personnel capabilities and requirements are integral to accomplishing the plans in the National Intelligence Strategy, it is important that we understand each agency's personnel goals, policies, and programs which support the key intelligence functions. Personnel -- quality personnel -- are the critical linch pin if the Intelligence Community is to meet the challenges outlined in the National Intelligence Strategy. In this review, we would focus only on personnel issues as they relate to the major intelligence functions; human intelligence collection, counterintelligence, development and operation of technical programs, and analysis. We would, therefore, look first at personnel assigned these functional responsibilities by agency (CIA, NSA, DIA, INR and FBI (CI)), and then evaluate each function across the Community. We expect that in this process we should be able to identify the principle issues which relate to hiring and retaining the best intelligence cadre into the 21st Century. To accomplish this, the Committee will need:

LTG Leonard H. Perroots
June 30, 1986
Page Two

1. To review more fully these major intelligence functions.
2. To understand the personnel goals and strategies for those functional requirements as evidenced by policies, objectives and long and short range planning.
3. To review your capabilities, based upon your authorities and your programmatic efforts to achieve these needs.
4. To determine the efficacy of current personnel programs (recruiting, training, pay, incentive, equal opportunity, and retirement) to attain the goal of the finest quality personnel for the Intelligence Community.

In the past ten years, the Intelligence Community personnel has grown by nearly 18 percent. While this statistic would appear to be healthy, the SSCI would need to examine whether more or less is needed as well as the implications for national security if more or less is provided.

On July 24, the SSCI will hold its initial personnel review hearing. The hearing will provide you or your representative the opportunity to give us an overview of your personnel capabilities and requirements in relation to the four missions, as applicable, mentioned above. We would also expect you to define your agency's personnel goals to meet the long and short range challenges outlined in the National Intelligence Strategy. At the hearing, we would also expect you to identify present and future personnel issues which will detract from your ability to carry out missions, and to describe efforts in progress to strengthen the quality of personnel. We will also expect you to identify areas where enabling legislation may be necessary.

LTG Leonard H. Perroots
June 30, 1986
Page Three

For the next three or four months, staff members will be meeting with your agency officials to conduct this review and to prepare a Committee report. Charles Battaglia will serve as the director of this project while Jim Dykstra will be heading the team which will be reviewing personnel issues within your agency. To assist us, we would like a personnel point of contact who would serve as a focal point for this effort.

Sincerely,

Dave Durenberger
Chairman

Patrick J. Leahy
Vice Chairman